

privilege of joining Council president, Ann M. Fudge, and a host of distinguished guests for a very enjoyable as well as enlightening meeting.

One of the highlights of the Leadership Council's dinner was an excellent speech on the issue of affirmative action. The speech was delivered by John H. Bryan, chairman and chief executive officer of the Sara Lee Corp. He is well qualified to address this topic, having spent the past 35 years in top management positions in the world of business, and 21 years at the helm of Sara Lee.

During his remarks to the Leadership Council, Mr. Bryan looked at the issue of affirmative action from a business standpoint. He cited the movement of minorities and women over the years into business positions that previously were held only by white males. He stated:

This opening up of business opportunities is enormously significant. For it is a reversal of the course of all history, a history during which minorities and women have been largely excluded from leadership roles in the world of business.

Despite the success of affirmative action initiatives, however, Mr. Bryan expressed his concern that the greatest challenges lie ahead. He warned the audience that in light of the current climate on the business and political front, affirmative action must be vigorously defended. Mr. Bryan concluded his speech before the Executive Leadership Council by saying,

The economic opportunities for people of generations to come in America—and, yes, even around the world, depend on the continuing success of the United States in advancing diversity throughout its business and corporate sector.

Mr. Speaker, those of us who are staunch defenders of affirmative action recognize the sober truth of Mr. Bryan's remarks. His speech is also very timely. I am pleased to share John Bryan's remarks with my colleagues. He has provided us with keen insight on a very important topic.

EXECUTIVE LEADERSHIP COUNCIL REMARKS  
(By John H. Bryan)

Thank you very much. It is a great honor for me to serve as a co-chairman of this Executive Leadership Council dinner tonight. And, I am especially pleased to be joined in this chairmanship by Vernon Jordan, someone who is a contemporary of mine, a fellow-southerner, a great friend, and one of my bosses as a result of his being on Sara Lee's Board of Directors for many years.

It is my privilege to serve as a warm-up act for Vernon this evening! To do that, I shall be brief, but I do want to offer a few thoughts on the current times. These are thoughts that come from the perspective of someone who has spent the past 35 years in top management positions in the world of business, and the past 21 years as the chief officer of a sizable firm and a board member of several other large firms.

During that time, there have been remarkable social changes in our country, one of the most significant being the movement of minorities and women into business positions that previously were held only by whites. This opening up of business opportunities is enormously significant. For it is a reversal of the course of all history, a history during which minorities and women have been largely excluded from leadership roles in the world of business.

And, tonight, we are all here only because of the advancements which so many have

made in the business world. It is that advancement which allows us, tonight, to celebrate the accomplishments of individuals in business and give recognition to exceptional corporate achievement. But, today, there are serious threats to maintaining and continuing such progress—threats to accomplish the aims of an organization like the Executive Leadership Council.

The political winds are shifting. Affirmative action, the tool which has been the key to effective change, is today subjected to rhetoric which condemns it or at least questions its usefulness. Thus, today, affirmative action is a fragile concept and, for that reason, future progress is fragile.

My point of view is that affirmative action must be vigorously defended. Twenty-five years is not long enough to change a nature in people, a nature which for centuries has caused people to discriminate and abuse one another based on differences of race, religion, gender or whatever. And, in twenty-five years, surely not enough has been accomplished to put to rest the best tool which has been used to make the progress thus far.

I wish that I could tell you that corporate America does not need affirmative action to do what is right, but that is not the case. Corporate America is busy—busy merging, globalizing, reengineering, and, most of all, just trying to satisfy shareholders in the most competitive environment the world has ever seen.

The advancement of minorities and women is not the highest priority for most of corporate America today. And so without affirmative action, without an outside spotlight on this issue, without the strongest possible effort by organizations such as ELC, to measure and recognize progress in this area, there is serious risk to the future of gains and opportunities for minorities and women in business.

We must keep in mind that affirmative action actually works. It, in fact, is how we manage our businesses, making choices and telling one another what to do. In my experience in the corporate world, people do change their thinking rather quickly when faced with directives from above. We, in business, use affirmative action to change attitudes all the time—setting objectives, deciding what course to take, telling people to just "do it".

And I expect this is precisely the approach used when the management team of President Clinton was selected a few years ago. You will recall that President Clinton openly and consciously chose his management team with the specification that his appointees had to "look like America." By doing that, Bill Clinton defined inclusion and praised diversity as no other president before him. And, with a little help from Vernon Jordan, he named the most diverse cabinet in our history, 29% of his management group were African American, 14% Hispanic, and nearly one-half women. Regardless of one's political persuasion, this dramatic example of affirmative action by a president was a notable happening in America.

The balanced cabinet of President Clinton demonstrated to us so clearly that the problem never has been one of finding capable minorities, women or people from diverse groups, the problem has been creating the right environment—an environment in which such individuals have an equal opportunity to contribute.

It is organizations like you, the ELC, who must support that environment. You must keep measuring performance, recognizing the success of people and corporations, and you must work to keep our government engaged and our political leadership supportive.

The economic opportunities for people of generations to come in America—and, yes

even around the world, depend on the continuing success of the United States in advancing diversity throughout its business and corporate sector.

Thus, it is imperative that we, in this time, defend the concept of affirmative action.

I compliment the Executive Leadership Council tonight, and let me offer the strongest possible encouragement for you to continue your good works.

## NIXON LIBRARY REMAINS OPEN— A MODEL FOR OTHERS

HON. JAY KIM

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Monday, November 20, 1995

Mr. KIM. Mr. Speaker, following the expiration of the short-term continuing appropriations resolution on November 13, all but one of the Presidential libraries were forced to close. Only the Richard Nixon Library and Birthplace in Yorba Linda, CA, continued full operations during the budget crisis. In fact, the library offered free admission and gift shop discounts to those Federal employees who were furloughed. This was possible because, unlike all the other Presidential libraries, the Nixon Library is the first and only Presidential museum to be operated without Federal funding. The museum is supported through admissions, gift shop revenue and private donations.

I recognize and appreciate the important educational value of Presidential libraries. Each year, over a million Americans re-live or experience for the first time their own history by visiting a Presidential museum. The libraries also serve as an archive of information and other historical resources for scholars.

But, there is a price to pay for this. The operation of these nine Presidential libraries costs the taxpayer \$24.5 million per year. In order to achieve the goal of a balanced budget within 7 years, Government spending will have to be cut. The recent budget crisis, as highlighted by the closure of the Federal Government for a week, underscores the difficult choices that need to be made in the process. Every federally funded program must be carefully evaluated and prioritized, including the Presidential libraries. While the percentage of funding these libraries receive may be relatively small in comparison to the overall \$1 trillion-plus Federal budget, every dollar still counts nonetheless.

The Richard Nixon Library and Birthplace does not cost the taxpayer a penny to operate. Yet, it provides the same historical experience and other services as the federally-funded libraries. It was planned this way deliberately by the fiscally conservative late President. I am proud to represent Yorba Linda and the Nixon Library in Congress and I have personally visited the library on a number of occasions. Without prejudice, I must say that its displays rank as some of the best of any Presidential library. In part, I believe that is because the library understands that to attract the public and obtain private financial support, it must present quality, dynamic programming. It must compete for the public's attention and business because it does not rely on a continuous Federal subsidy like the other libraries do. I invite my colleagues to come to Yorba Linda and see the success of the Nixon Library for themselves.

Thus, as part of the ongoing effort to trim the size and cost of Government, the National Archives, which oversees the Presidential libraries, and the Congress ought to carefully analyze the highly successful Nixon Library and determine whether the other Presidential libraries could follow this model and be privatized. I think this is an idea that's long overdue.

#### PROHIBITION OF FUNDS FOR DEPLOYMENT OF TROOPS TO BOSNIA

HON. STEVE LARGENT

OF OKLAHOMA

IN THE HOUSE OF REPRESENTATIVES

Monday, November 20, 1995

Mr. LARGENT. Mr. Speaker, I rise today to applaud the passage of H.R. 2606, to prohibit the use of funds appropriated to the Department of Defense from being used for the deployment of United States ground troops in the Republic of Bosnia and Herzegovina unless funds for such deployment are specifically appropriated by law. The act passed this body 243 to 171 and I regret that I was absent and unable to add my vote in favor of this bill.

This legislation promotes a balanced, serious approach to the complicated situation in the former Yugoslavia. It is balanced because it provides for a deliberative process. It is serious because American lives and the sovereignty of people are at stake.

There is no question that the United States assumes a great deal of responsibility as the de-facto world military power. However, without a clear military objective and mission, American leadership efforts may lead to little positive results. H.R. 2606 maintains the kind of thoughtful, deliberative legislative process upon which this country was founded. Again, I am encouraged by the passage of this act.

#### A TRIBUTE TO MIRI MARGOLIN, SCULPTRESS OF THE WALLENBERG BUST

HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Monday, November 20, 1995

Mr. LANTOS. Mr. Speaker, I invite my colleagues to join me in commending an outstanding artist from Israel, Ms. Miri Margolin. Ms. Margolin is the creator of a bronze bust of Raoul Wallenberg, the Swedish diplomat whose courageous efforts in Budapest in 1944 saved the lives of as many as 100,000 Jews. The bust now stands for all time in the U.S. Capitol following an historic dedication ceremony in the rotunda on November 2, 1995.

In 1920, Ms. Margolin immigrated with her family to Israel from Poland. She descends from a family of committed Zionists, all of whom have made remarkable contributions to the foundation and endurance of the State of Israel. Her father was famed for his international travels to raise support among dias-

pora Jewry for the Zionist dream. She and her eight brothers distinguished the family legacy through their own careers of dedication to the Jewish people and its young State. In war and peace, politics, business, and academia, the Netanyahu, Milo, Milikowsky, and Margolin families are known and respected throughout Israel.

These families, and many more, traveled across America and across the globe to Washington to honor Ms. Margolin and celebrate her success on November 2. Those family members attending included Mrs. Ceila Netanyahu, Iddo and Daphna Netanyahu, Nathan and Sinai Netanyahu, Zach and Claire Milo, Amos and Anna Milo, Dr. Gil Mileikowsky, Ron and Glynnis Mileikowsky, Hovav and Alice Milikowsky, Mrs. Esther Copelon, Nathan and Rebecca Milikowsky, Daniel and Sharon Milikowsky, Ezra and Ruth Mileikowsky, Nathan Margolin, Shai Margolin, Luzi and Edna Margolin, and Richard and Michelle Harmon.

Ms. Margolin's personal story as a sculptor in bronze began late in life. The defining moment came from the tragic death of her heroic nephew, Jonathan Netanyahu, who died commanding the historic rescue of Jewish hostages held in Entebbe, Uganda. Seeking a way to express her grief and feeling for Jonathan, she began to sculpt a bust of the young officer.

A ceramic artist all of her life, Ms. Margolin's bust of "Yoni" was her first work in bronze. She then began a career immortalizing other heroes of the Jewish people. Her busts of David Ben-Gurion, Yitzhak Shamir, Shimon Peres, and Moshe Dayan have earned her the highest critical acclaim—as have her busts of peacemakers past—Menachem Begin, Anwar Sadat, and President Jimmy Carter. Her bust of Ben-Gurion is on display at the David Ben-Gurion Library at the Kibbutz, Sde Boker. Her bust of Wallenberg, and its placement in the U.S. Capitol, is a crowning achievement.

Commenting on Ms. Margolin's work in 1988, then Foreign Minister Shimon Peres wrote to her on the subject of his own bust: "I deeply admire your creative talent, certainly more than your sculpture's subject. I can tell that you truly know how to infuse stubborn, solid matter with power and content. Your watchful and confident personality gives this item, like many of your other creative works, a dominance bearing vitality, standards which create a new resonance."

On November 2, 1995, one of Ms. Margolin's most magnificent works, her bust of Raoul Wallenberg, was dedicated for permanent placement in the U.S. Capitol. In a ceremony that included speeches from Speaker NEWT GINGRICH of the U.S. House of Representatives, Senate minority leader TOM DASCHLE, Supreme Court Justice Ruth Bader Ginsburg, Speaker Birgitta Dahl of the Swedish Parliament, Speaker Zoltan Gál of the Hungarian Parliament, and Speaker Shevach Weiss of the Israeli Knesset, the life and deeds of Raoul Wallenberg were praised and honored. Ms. Margolin was recognized for her unique contribution to Wallenberg's legacy, and she warmly thanked the Congress for accepting her work.

Mr. Speaker, I ask my colleagues to join me in extending our eternal gratitude to Miri

Margolin, the creator of the U.S. Capitol's bust of Raoul Wallenberg.

#### TRIBUTE TO JACK BAKER

HON. FRED UPTON

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Monday, November 20, 1995

Mr. UPTON. Mr. Speaker, I rise today to pay tribute and give sincere thanks to a long time member of my congressional staff who has been an unflappable administrator, devoted public servant and loyal friend. Jack Baker, my 6th District Congressional District Director, is embarking on the well-deserved retirement he had originally planned for nearly 10 years ago.

As Jack leaves, he departs from a district operation that is strong and swift in response because of the rock solid foundation he laid nearly a decade ago when I tapped him as my one and only choice to build a top notch constituent service operation, second to none.

As we know all too well, public service can be a very demanding occupation. Throughout the many legislative battles we have experienced out in Washington over the last 9 years, it was a great comfort to me to know that Jack was back home dutifully at the helm of our district operation.

As captain of our constituent service ship, Jack has kept us on a steady course, never underestimating the value of the views of ordinary citizens; never failing to give it his all to respond to their needs. For Jack, no problem was too big or too small.

Jack leaves, I am quite sure, with many good memories and outlandish stories of his life in our congressional office: yes, truth sometimes is stranger than fiction as Jack could tell you.

Despite the many challenges of being a district director, and the curve balls frequently thrown, Jack always maintained a common sense approach, easy going manner, and a much welcomed and finely honed sense of humor. It is for those qualities that he is known and loved by the numerous people he has come in contact with over the course of his career in our office.

It is very rare to find an individual who can so effectively yet humbly perform his or her duties, day in and day out, without demanding anything more than the enjoyment that comes from serving others. Jack Baker, through thick and thin has always treated people with respect, dignity and decency. He leaves a tremendous void and will be sorely missed by the many who have enjoyed working with him as he oversaw and actively participated in the vast myriad of services provided by a congressional district office.

Jack, for many years you have enthusiastically and effectively served the people of the 6th District; you have warmed many hearts and made a difference to many people. I wish you and Teri many years of good health and happiness as you open a new chapter in your life together.